

STAFFORD COUNTY SCHOOL BOARD

Agenda Consideration

TOPIC: Issuing Early New Teacher Contracts **ITEM NO:** 4E

PREPARED BY: Stephen L. Trant
Executive Director
Department of Human Resources

MEETING: 11/9/04
ACTION DATE: 12/14/04

ACTION REQUESTED BY THE SUPERINTENDENT: That the School Board approve the practice of offering contracts to a limited number of new teacher recruits prior to budget approval.

KEY POINTS:

- ❑ Historically, the attrition rate for licensed staff has been approximately 8%. This past year that rate was just over 11%. That equates to almost 180 licensed staff.
- ❑ During the pilot year, Human Resources would limit the early contracting process to 50% of that number (90 licensed employees).
- ❑ Human Resources feels that this would greatly enhance its recruiting efforts for the 2005-2006 school year and align our practices with those of neighboring counties that have already adopted this policy.

SCHOOL BOARD GOAL: 4 – Address the impact of continuing population growth by developing plans to address expanding staff, facilities, transportation, attendance zones and instruction.

FUNDING SOURCE: FY06 Approved Budget

AUTHORIZATION REFERENCE:

Code of Va., 22.1-295 & School Board Policy #5-10 & School Board Policy #5-19